

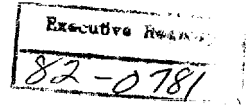
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MEMORANDUM FOR : Executive Director

18 MAR 1982

FROM : James N. Glerum  
Director of Personnel

SUBJECT : Trial Period Credit for Government Transfers



1. Action Requested

It is requested that you approve the recommendation contained in paragraph 4.

2. Background

a. Since early in 1980, members of my staff have been working with Office of Personnel Management (OPM) representatives to establish an interchange program which would allow non-competitive appointments to the competitive service for Agency employees who transfer directly to other Federal agencies. Efforts to arrange such an agreement date back to as early as 1971 but were unsuccessful, primarily due to the Agency's exemption from the Veterans Preference Act of 1944 as amended. The National Academy of Public Administration consultants cited a need for such a program again when they examined our Personnel Management System in 1979. The current negotiations were initiated in 1980 as a result of the interest of the then-Deputy Director of Central Intelligence, Mr. Carlucci.

b. OPM representatives were satisfied that the Agency's personnel management system and regulations met the merit principle standards but have been concerned from the beginning about the veterans preference issue. Additionally, they found our three-year trial period to be somewhat of a barrier as most other Federal agencies require only a one-year trial period. In order to show our good faith, we obtained the approval of Mr. Carlucci in January 1981 to allow up to two years credit towards our three-year trial period for those civilian Federal employees who were hired by the Agency without a break in service. Thus, since 1981 such employees have served only one year of the three-year trial period in actual employment status with the Agency.

c. Recently, OPM has advised that they cannot support the proposed Executive Order to permit non-competitive movement of Agency employees to the competitive civil service because of the potential appearance of dilution of veterans preference benefits.

3. Staff Position

The sole purpose of the provision of trial period credit for Federal civilian service upon direct movement to the Agency was to allow almost as easy a transfer to the Agency as we were asking of OPM for Agency employees transferring to the competitive service. With the collapse of our efforts to obtain an agreement, we believe there is no need to continue this provision.

4. Recommendation

It is recommended, therefore, that the provision for up to two years' credit towards the three-year trial period for employees who transfer directly to the Agency from other Federal agencies be rescinded.

/s/ James N. Glerum

James N. Glerum

CONCUR:

STAT

18 MAR 1982

Date

The recommendation contained in paragraph 4 is:

APPROVED (✓) DISAPPROVED ( )

/S/ John W. McMahon

25 MAR 1982

Executive Director

Date

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